Labour Management Services

Ontario Office of Collective Bargaining Information

ONTARIO COLLECTIVE BARGAINING

AGREEMENT EXPIRATIONS

1997

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FOREWORD

This is the thirtieth annual report on collective agreement expirations, produced by the Office of Collective Bargaining Information (OCBI).

The information contained in this report is derived from the database of the Office of Collective Bargaining Information, as of December 6, 1996. It does not include situations that will result from recent or future certifications by the Ontario Labour Relations Board, or expired agreements that had not been settled or ratified when the report was completed.

Detailed tables and listings of 1997 expirations by industry, union, and size of bargaining unit are available from OCBI. For further information on this publication or other services, please call **(416) 326-1260.**

EXECUTIVE SUMMARY

The report, Ontario Collective Bargaining Agreement Expirations, provides an overview of collective bargaining activity in Ontario, expected in 1997. A summary of the key findings of this report are outlined below.

- There are thirty percent fewer collective agreements expiring in 1997 than in 1996, covering thirty-five percent fewer employees.

- The main reason for the decrease in the number of agreement expirations in 1997 is the large number of agreements which expired in 1996, under the *Social Contract Act*. Only twelve percent of BPS agreements are due to expire in 1997.

- The increase in length of contract term also explains the decrease in the number of agreements expiring in 1997, particularly for the private sector. The three-year term has become increasingly popular in the last few years as private sector employers seek long term stability.

- Most bargaining activity will take place in March, June, and December, mainly due to contract expirations in health and welfare, non-metallic minerals, printing and publishing, retail trade, fabricated metals, transportation, education, federal government, and local government sectors.

- Key negotiations in the private sector include: Inco, Falconbridge, A & P (12 contracts), Air Canada (maintenance and related), Canadian Pacific Railways, Via Rail, United Parcel Service, Barnes Security Services, Bombardier/DeHavilland, the Toronto Star, Consumers Gas, Willett Foods (Mr. Grocer). Provincial public sector agreements expiring in 1997, include the Municipality of Metro Toronto, the City of Toronto, the Ontario Council of Regents (support staff), Ontario Housing Authority, various school boards, health and community services.

- The top five unions covering the largest number of employees under agreements expiring in 1997 are the Public Service Alliance, the United Steelworkers, the Canadian Union of Public Employees, the United Food and Commercial Workers and the Canadian Auto Workers.

ONTARIO COLLECTIVE BARGAINING, AGREEMENT EXPIRATIONS, 1997

Collective bargaining activity scheduled for 1997 will involve 2,324 collective agreements covering 355,823 employees. Compared to 1996, there is a decrease of thirty percent in the number of bargaining situations covering thirty-five percent less employees. Current data shows that the number of employees covered by expiring collective agreements in 1997 will be the third lowest in the last ten years. (See Figure 1.)

The agreements up for renewal in 1997 represent about a quarter of Ontario's 10,064 agreements and affect a quarter of its 1,474,353 unionized employees.

The major factor for the decrease in collective agreement expirations in 1997 is the large number of Broader Public Sector (BPS) agreements which expired in 1996 as a result of the *Social Contract Act*. As of December 6, 1996, three quarters of all BPS collective agreements had expired and had not been renewed. In 1997 only 12 percent of all BPS agreements are scheduled to expire. In the years before the *Social Contract Act*, an average of 45 percent of all BPS agreements expired each year.

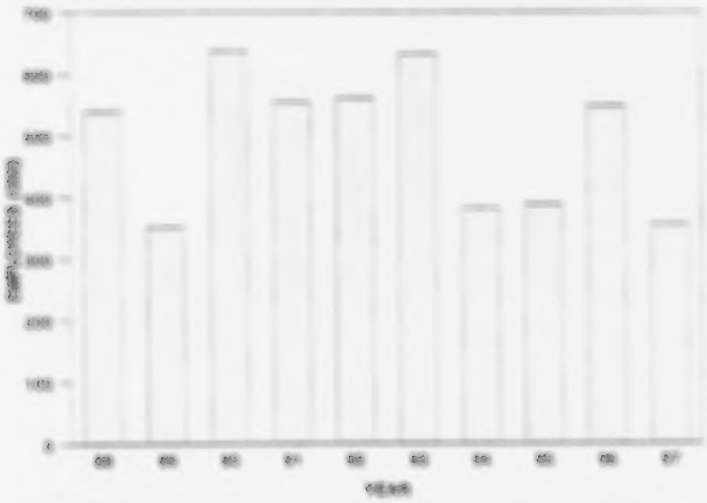
Another factor influencing the decline in the number of contract expirations is the increase in the length of contract term. The three-year term has become increasingly popular in the last few years as private sector employers seek long term stability in labour

KEY NEGOTIATIONS IN 1997

MONTH	EMPLOYER/INDUSTRY	UNION(S)	EMPLOYEES*
Jan.	Allied Foods, Mr. Grower	USWA	1,200
Feb.	United Parcel Service	Teamsters	1,400
March	Can. Advertising Institute Can. Advertisers Assn.	ACTRA	3,200
April	Consumers Gas	CEP	1,600
May	Inco Ltd.	USWA	4,500
June	Bombardier/Canadair	CAW Int. Local Union	1,500
June	Air Canada	Machinists	2,300
June/ July	Great Atlantic & Pacific Co./ New Dominion Stores	USWA/ UFCW	17,800
July	Canada Post	Postal Workers	22,300
August	Ontario Council of Regents	OPSEU	8,400
August	Falconbridge Ltd.	CAW	1,300
August	Various School Boards	Various	27,100
Various	Treasury Board Of Canada	Various	74,600
Dec.	Toronto Star Newspapers	Various	1,300
Dec.	Canadian Pacific Railways	Various	3,100
Dec.	Canadian National Railways	Various	3,700
Dec.	Metro Toronto Municipality (Inside & Outside)	CUPE	8,125
Dec.	Toronto City (Inside & Outside)	CUPE	4,200

* *Employee coverage reflects the number of employees as of ratification date of last agreement*

Figure 1 - **ONTARIO COLLECTIVE AGREEMENT EXPIRATIONS, EMPLOYEES COVERED, 1988-1997**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

relations. In comparison, the two-year term remains most common in the public sector.

The majority of bargaining in the BPS in 1997 will involve the school boards, college support staff, university support staff, community services, municipalities and the federal government. The majority of BPS expirations are scheduled for March, August and December.

Key negotiations in the private sector will be concentrated in non-metallic minerals, printing and publishing, retail and wholesale trade, fabricated metals and transportation. (See Tables 1 and 2.)

Economic Setting

As in 1996, collective bargaining in 1997 will take place in an improving economic environment. In 1996, Ontario's real domestic product is estimated to rise by 2.3 percent, reflecting a major expansion in the second half of the year. The Ministry of Finance projects real growth of 2.9 percent in 1997 and 3.0 percent in 1998. (See Figure 2 below.)

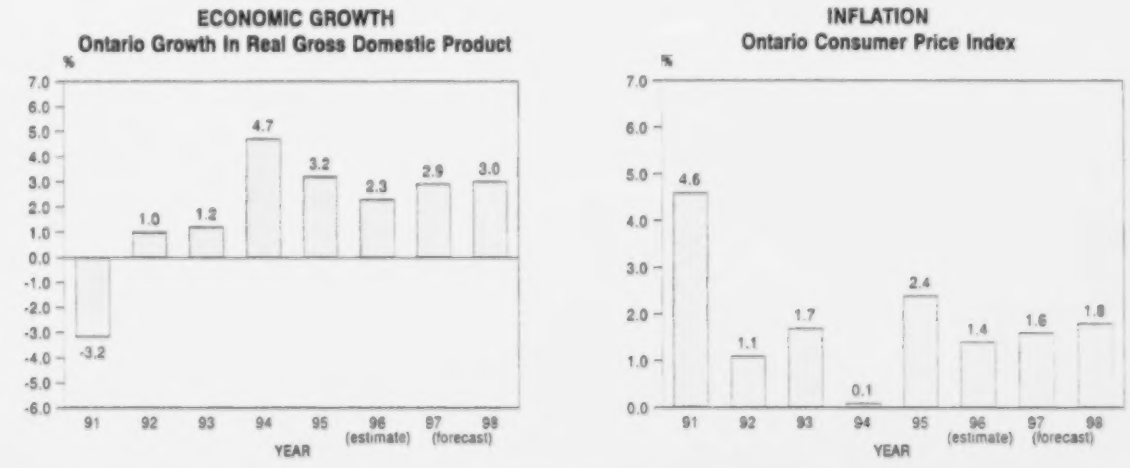
The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI), was 1.4 percent in 1996, down from 2.4 percent in 1995. The Ministry of Finance forecasts that inflation will remain low at 1.6 percent and 1.8 percent in 1997 and 1998 respectively.

The national unemployment rate remained high at 9.7 percent in 1996, up slightly from 9.5 percent in 1995. Ontario's unemployment rate also increased from 8.7 percent in 1995 to 9.1 percent in 1996. It is expected that the rate will range from 8.2 percent to 8.7 percent in 1997 and from 7.9 percent to 8.4 percent in 1998.

Under collective agreements covering 200 or more Ontario employees, negotiated settlements during the first 10 months of 1996 provided an average increase of 1.0 percent per year, unchanged from 1995. Wage settlements in the private sector increased from 1.7 percent in 1995 to 2.3 percent in 1996. This was largely a result of wage increases in manufacturing settlements (2.9 percent). In the public sector, wage settlements remained low with an average of 0.2 percent.

The moderate economic recovery and improving labour market conditions may produce pressures for higher wage settlements, particularly in the export-oriented manufacturing sectors. However, continuing low inflation and fiscal restraint in the public sector will continue to have a moderating effect on overall wage settlements. As industries throughout the economy continue to

Figure 2 - **SELECTED ECONOMIC INDICATORS, 1991 - 1998**



Source: Statistics Canada and Ontario Ministry of Finance

restructure job security and labour adjustment will remain high on the bargaining agenda.

Monthly Activity

Expirations during the months of June, July, August and December cover the largest number of employees, representing over 60 percent of the total for the year. The sectors responsible for the large coverage of employees are federal government, retail trade, communications, education, local government, transportation, and printing and publishing.

The volume of bargaining scheduled for the above months includes: Treasury Board of Canada (June, July, August - 54,000 employees), A & P (June, July - 9,900), Canada Post (July - 22,000), Barnes Security Services (June - 1,500), Ottawa Electrical Contractors' Association (June - 1,200), Bombardier/DeHavilland (June - 1,680), Air Canada (June - 2,060), various school boards (August - 19,900), York University (July - 1,300), Toronto Star Newspapers (December - 1,560), Canadian National Railways (December - 5,750), Canadian Pacific Railways (December - 3,150), City of Toronto (December - 4,590), and the Municipality of Toronto (December - 9,125).

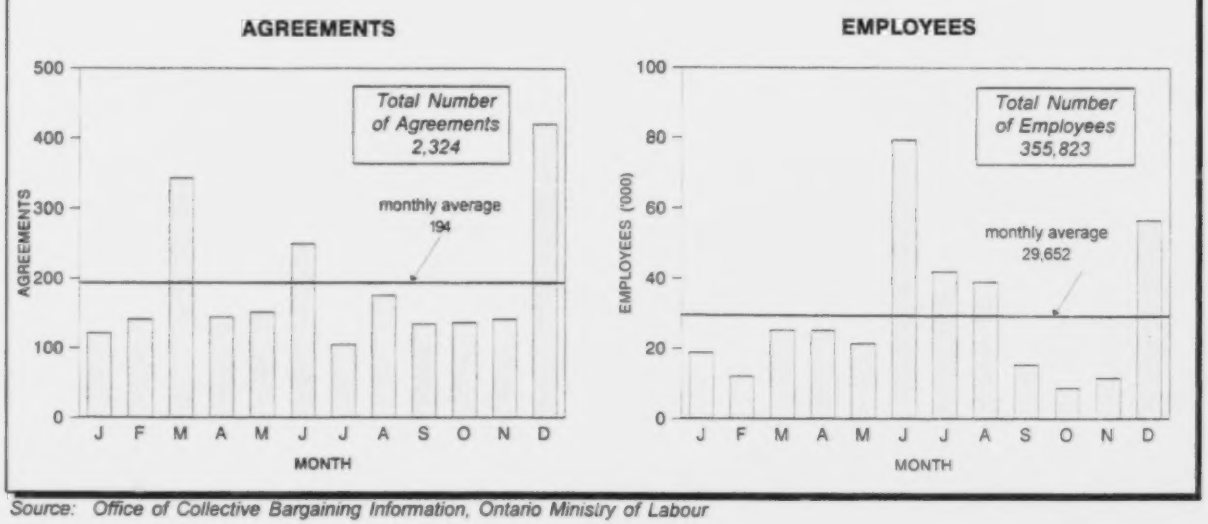
Industrial Activity

Bargaining in 1997 will once again be concentrated in the non-manufacturing sector due to the large number of contracts expiring in the health and welfare sector, education and related, retail and wholesale trade, transportation and other services such as security and investigation services. There will be 1,431 collective agreements expiring in the non-manufacturing sector, covering about 272,260 employees. This represents sixty-two percent of all expirations for the year. The Broader Public Sector accounts for 37 percent of non-manufacturing agreement expirations and almost 30 percent of employees.

Just over 38 percent of bargaining will occur in the manufacturing sector covering about 24 percent of employees scheduled to bargain. Manufacturing sector expirations are based primarily in fabricated metals, food and beverage, printing and publishing, and non-metallic minerals.

Major private sector negotiations include Inco Ltd. (mining and quarrying), Falconbridge Ltd. (mining and quarrying), A & P (retail trade - 12 contracts), Air Canada (transportation - maintenance and related), Canadian Pacific Railways (transportation), Canadian

Figure 3 - **MONTHLY BARGAINING ACTIVITY, 1997**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

National Railways (transportation), Via Rail (transportation), United Parcel Service (services to business), Barnes Security Services (services to business), Bombardier/DeHavilland (transportation equipment), the Toronto Star (printing and publishing), Consumers Gas (utilities), Ottawa Electrical Contractors Association (construction), Budd Canada Inc. (transportation equipment), Pharma Plus Drugmarts (retail trade), and Willett Foods (retail trade).

Public sector negotiations include Treasury Board of Canada, Canada Post, the Municipality of Metro Toronto, the City of Toronto, the Ontario Council of Regents (support staff), Ontario Housing Authority, various school boards, health and community services.

Union Activity

Almost eighty percent of all employees in negotiations in 1997 are covered by ten unions. (See chart below.) The Public Service Alliance, the United Steelworkers, the Canadian Union of Public Employees, the United Food and Commercial Workers, the Canadian Auto Workers and the Canadian Union of Postal Workers represent over sixty percent of all employees covered by agreements expiring in 1997. More than ninety-two different unions will be participating in negotiations in 1997.

UNIONS WITH 1997 CONTRACT EXPIRIES COVERING THE LARGEST NUMBER OF EMPLOYEES

Union	Agreements	Employees	% of All Employees with Expiring Contracts
Public Service Alliance of Canada	29	59,090	16.6
United Steelworkers of America	334	42,001	11.8
Canadian Union of Public Employees	202	33,968	9.5
United Food and Commercial Workers	221	31,948	9.0
Canadian Auto Workers	165	25,743	7.2
Canadian Union of Postal Workers	3	22,062	6.2
Various Teachers Unions (OPSTF, FWTAO, OSSTF, OECTA, AEFO)	72	20,309	5.7
Professional Institute of the Public Services of Canada	12	13,701	3.9
Communications, Energy and Paperworkers	111	13,447	3.8
Ontario Public Service Employees Union	59	10,415	2.9
Total	**1,208**	**272,684**	**76.6**

Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

TABLES

Table 1

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1997, BY MONTH AND INDUSTRY, NUMBER OF AGREEMENTS

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**75**	**66**	**121**	**74**	**63**	**102**	**39**	**43**	**56**	**75**	**68**	**111**	**893**
Food, Beverage	14	7	15	9	8	13	4	7	7	11	7	14	116
Tobacco Products	0	0	1	2	0	0	0	0	0	0	0	0	3
Rubber, Plastics	2	0	5	5	3	6	4	3	3	4	6	3	44
Leather	1	1	1	0	1	0	0	0	0	2	2	0	8
Textile	0	4	1	0	2	2	0	0	1	3	2	2	17
Knitting Mills	1	0	1	0	1	0	0	1	0	0	1	0	5
Clothing	2	2	6	1	1	0	1	0	2	2	3	1	21
Wood	1	3	1	1	10	2	0	1	2	5	3	6	35
Furniture, Fixtures	1	3	4	3	3	1	4	4	1	1	2	0	27
Paper	2	3	1	0	1	2	0	0	1	2	5	4	21
Printing, Publishing	5	5	5	8	3	31	5	6	2	1	1	34	106
Primary Metals	2	3	5	6	5	3	0	2	3	2	4	4	39
Fabricated Metals	15	12	12	11	8	12	5	6	17	14	6	11	129
Machinery	6	3	4	6	3	2	0	2	6	3	7	4	46
Transportation Equipment	6	2	8	7	7	10	1	3	3	5	1	7	60
Electrical Products	2	6	6	1	1	4	7	3	2	3	5	4	44
Non-metallic Minerals	4	7	38	5	1	3	5	1	3	13	10	7	97
Petroleum, Coal	4	0	0	0	0	1	0	0	0	0	0	0	5
Chemicals	6	4	2	5	5	8	3	3	3	3	2	8	52
Other Manufacturing	1	1	5	4	0	2	0	1	0	1	1	2	18
TOTAL NON-MANUFACTURING	**68**	**76**	**223**	**103**	**89**	**148**	**66**	**133**	**79**	**62**	**74**	**310**	**1,431**
Forestry	0	0	0	0	0	1	0	0	0	0	0	0	1
Mining, Quarrying	1	0	0	2	3	0	2	3	1	4	2	4	22
Transportation	6	8	9	10	5	12	3	1	11	3	5	46	119
Storage	1	3	1	2	0	1	0	0	0	1	1	2	12
Communications	3	1	2	1	0	0	1	4	0	0	1	3	16
Electric, Gas, Water	2	4	27	16	3	4	2	3	1	1	2	15	80
Wholesale Trade	6	12	6	14	8	12	13	5	10	7	11	13	117
Retail Trade	20	7	12	7	5	6	13	12	15	13	13	15	138
Finance, Insurance Carriers	0	2	0	0	1	2	0	0	1	0	0	6	12
Real Estate, Insurance Agencies	2	7	2	1	2	7	2	1	1	0	6	11	42
Education, Related Services	2	0	8	3	0	20	3	69	0	0	0	35	140
Health, Welfare Services	11	8	91	10	15	12	9	10	14	9	10	40	239
Religious Organizations	0	0	0	0	0	0	0	0	0	0	0	2	2
Recreational Services	0	0	1	1	3	7	1	1	2	4	0	9	29
Management Services	0	2	6	2	2	10	4	4	6	0	4	7	47
Personal Services	1	0	1	2	0	1	0	1	0	2	0	8	16
Accommodation, Food Services	2	6	7	4	9	14	4	9	4	9	6	9	83
Other Services	9	10	14	9	27	21	5	3	10	7	11	21	147
Federal Government	0	2	2	6	3	14	3	4	3	0	2	2	41
Local Government	2	2	31	1	2	2	1	0	0	1	0	50	92
Construction	0	2	3	12	1	2	0	3	0	1	0	12	36
ALL INDUSTRIES	**143**	**142**	**344**	**177**	**152**	**250**	**105**	**176**	**135**	**137**	**142**	**421**	**2,324**

Table 2

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1997, BY MONTH AND INDUSTRY, NUMBER OF EMPLOYEES COVERED

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**9,813**	**6,782**	**8,767**	**8,964**	**6,947**	**9,078**	**2,813**	**2,547**	**6,080**	**5,499**	**7,290**	**8,983**	**83,563**
Food, Beverage	2,060	805	943	2,017	803	1,759	95	344	562	1,421	1,797	1,115	13,721
Tobacco Products	0	0	9	51	0	0	0	0	0	0	0	0	60
Rubber, Plastics	110	0	563	720	375	545	172	415	88	365	450	119	3,922
Leather	1,355	105	325	0	10	0	0	0	0	280	34	0	2,109
Textile	0	490	95	0	405	423	0	0	84	148	149	438	2,232
Knitting Mills	70	0	130	0	650	0	0	80	0	0	70	0	1,000
Clothing	118	45	874	6	33	0	56	0	15	100	172	170	1,589
Wood	54	55	50	125	1,037	55	0	20	250	227	405	528	2,806
Furniture, Fixtures	17	447	233	70	31	120	243	77	12	70	218	0	1,538
Paper	160	550	90	0	107	91	0	0	49	241	537	377	2,202
Printing, Publishing	311	479	196	122	70	1,037	531	136	8	26	36	2,473	5,425
Primary Metals	124	1,293	1,109	567	753	182	0	355	455	194	434	535	6,001
Fabricated Metals	567	965	642	451	527	827	441	485	1,473	459	395	556	7,788
Machinery	177	78	429	1,284	62	99	0	139	789	113	557	133	3,860
Transportation Equipment	1,202	382	1,228	2,357	1,737	3,330	98	263	457	725	368	1,406	13,553
Electrical Products	110	584	304	45	150	91	841	85	401	770	642	549	4,572
Non-metallic Minerals	762	205	1,286	214	40	132	166	6	622	251	313	157	4,154
Petroleum, Coal	807	0	0	0	0	50	0	0	0	0	0	0	857
Chemicals	1,586	217	65	715	157	295	170	117	815	70	33	310	4,550
Other Manufacturing	223	82	196	220	0	42	0	25	0	39	680	117	1,624
TOTAL NON-MANUFACTURING	**9,000**	**5,330**	**16,547**	**16,295**	**14,544**	**70,298**	**39,152**	**36,482**	**9,315**	**3,353**	**4,411**	**47,533**	**272,260**
Forestry	0	0	0	0	0	5	0	0	0	0	0	0	5
Mining, Quarrying	8	0	0	137	4,957	0	287	1,338	27	146	45	91	7,036
Transportation	99	1,659	1,296	696	178	3,708	113	190	474	114	408	11,237	20,172
Storage	1,000	61	82	57	0	45	0	0	0	6	17	33	1,301
Communications	191	80	505	40	0	0	22,000	150	0	0	210	1,072	24,248
Electric, Gas, Water	20	125	899	1,900	22	312	21	66	7	8	28	1,191	4,599
Wholesale Trade	137	213	184	502	205	454	564	120	268	195	243	234	3,319
Retail Trade	6,345	357	600	1,031	255	10,353	7,883	1,351	1,344	1,659	665	939	32,782
Finance, Insurance Carriers	0	455	0	0	21	21	0	0	14	0	0	215	726
Real Estate, Insurance Agencies	33	21	521	13	16	182	10	11	8	0	46	1,575	2,436
Education, Related Services	350	0	863	1,200	0	4,254	1,545	26,610	0	0	0	4,166	38,988
Health, Welfare Services	509	306	5,522	308	790	632	583	546	642	546	673	3,837	14,894
Religious Organizations	0	0	0	0	0	0	0	0	0	0	0	86	86
Recreational Services	0	0	10	10	55	285	35	37	11	160	0	298	901
Management Services	0	982	3,442	720	186	2,351	247	528	203	0	170	421	9,250
Personal Services	12	0	110	27	0	7	0	8	0	31	0	1,188	1,383
Accommodation, Food Services	123	486	276	101	828	1,084	198	243	253	314	331	435	4,672
Other Services	153	292	284	275	392	360	150	23	308	164	142	821	3,364
Federal Government	0	23	655	5,933	6,602	45,003	5,513	4,791	5,756	0	1,433	892	76,601
Local Government	20	33	1,171	22	7	13	3	0	0	5	0	18,150	19,424
Construction	0	237	127	3,323	30	1,229	0	470	0	5	0	652	6,073
ALL INDUSTRIES	**18,813**	**12,112**	**25,314**	**25,259**	**21,491**	**79,376**	**41,965**	**39,029**	**15,395**	**8,852**	**11,701**	**56,516**	**355,823**

Table 3

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1997, COVERING 200 OR MORE EMPLOYEES, BY MONTH OF EXPIRATION

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
JANUARY			
Accuride Canada Inc	590	Cdn Auto Workers	London, C
Dow Chemical Canada Inc	380	Communications Energy Paperwkr	Sarnia, C
Great Atlantic And Pacific Co Canada Ltd Food Basics Stores	280	Food & Commercial Workers	Province-wide
Guelph Products Textron	350	Cdn Auto Workers	Guelph, C
Hamilton City Board Of Education Elementary Occasional	325	Ont Public School Teachers	Hamilton, C
Hershey Canada Inc	545	United Steelworkers	Smith's Falls, Separated Town
Hostess Frito-Lay Co	450	United Steelworkers	Cambridge, C
Kraft General Foods Canada Inc Nabisco Plant	235	Firemen & Oilers	Niagara Falls, C
Lakehead Terminal Elevators Association	1,000	Transportation-Communications	Thunder Bay, C
LOF Glass Of Canada Ltd	575	Aluminum, Brick & Glass Wkrs	Collingwood, T
Maple Leaf Foods Inc Meats, Shopsy's Food Div Plant/Drivers	250	Food & Commercial Workers	Weston, T
Moore Corp Ltd Moore Business Forms And Systems Div	231	Graphic Communications Union	Weston, T
Morbern Inc	223	United Steelworkers	Fergus, T
Nestle Canada Inc Foods Div	215	United Steelworkers	Cornwall, C
No Frills Franchise Stores	1,750	Food & Commercial Workers	Chesterville
Petro-Canada Inc Prod Div, Lake Ont Refinery	330	Communications Energy Paperwkr	Province-wide
Pharma Plus Drugmarts Ltd	1,329	Food & Commercial Workers	Mississauga, C
Polysar Rubber Corporation	967	Communications Energy Paperwkr	Province-wide
Shell Canada Products Ltd Sarnia Refinery	200	Communications Energy Paperwkr	Sarnia, C
Willett Foods Inc Mr Grocer Franchisees	1,500	United Steelworkers	Corunna
William H Kaufman Inc Kaufman Footwear Div	1,355	Rubber Workers	Province-wide
			Province-wide
			Kitchener, C

122 Agreements Covering Fewer Than 200 Employees Each.....5,733
Total: 143 Agreements.....18,813

FEBRUARY			
Atomic Energy Of Canada Candu Operations	470	Engineers Assn	Mississauga, C
Beatrice Foods Inc Colonial Cookies Div	450	Food & Commercial Workers	Kitchener, C
Borden Co Ltd Sunworthy Wallcoverings Div	370	Communications Energy Paperwkr	Brampton, C
Burns International Security Services Ltd	512	Plant Guard Workers	Province-wide
Canadian Imperial Bank Of Commerce Visa Centre	390	United Steelworkers	Toronto, C
Co-Steel Lasco	550	United Steelworkers	Whitby, T
Ferranti-Packard Transformers Ltd	292	United Steelworkers	St. Catharines, C
Foster Wheeler Ltd	262	United Steelworkers	St. Catharines, C
Long Manufacturing Limited	257	Cdn Auto Workers	Mississauga, C
National Maintenance Council Of Canada Maint/Repair/Revamp	230	Asbestos Workers	Hamilton, C
			Hilton
			Nanticoke, C
		Boilermakers	Hamilton, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
National Maintenance Council Of Canada Maint/Repair/Revamp (cont'd)			Hilton
			Nanticoke, C
		Carpenters	Hamilton, C
			Hilton
			Nanticoke, C
		Cement Workers	Hamilton, C
			Hilton
			Nanticoke, C
		Electrical Workers (IBEW)	Hamilton, C
			Hilton
			Nanticoke, C
		Intl Operating Engineers	Hamilton, C
			Hilton
			Nanticoke, C
		Labourers	Hamilton, C
			Hilton
			Nanticoke, C
		Painters	Hamilton, C
			Hilton
			Nanticoke, C
		Plumbers	Hamilton, C
			Hilton
			Nanticoke, C
		Sheet Metal Workers	Hamilton, C
			Hilton
			Nanticoke, C
		Structural Iron Workers	Hamilton, C
			Hilton
			Nanticoke, C
		Teamsters	Hamilton, C
			Hilton
			Nanticoke, C
Northern Telecom Canada Ltd Eastern Region Installation	233	Cdn Communication Workers	Belleville, C
			Cornwall, C
			Kingston, C
			Ottawa, C
Sammi Atlas Inc Atlas Specialty Steels Div	732	Cdn Auto Workers	Welland, C
Sklar-Peppler Furniture Corp Sklar Div	265	United Steelworkers	Durham Region
Strudex Fibres Ltd	214	Food & Commercial Workers	Waterloo, C
United Parcel Service Canada	1,480	Teamsters	Dryden, T
			Fort Frances, T
			Hamilton, C
			Kingston, C
			London, C
			Marathon, TP
			Ottawa, C
			Pembroke, C
			Thunder Bay, C
			Toronto, C
			Windsor, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Waterloo Furniture Components Ltd	220	United Steelworkers	Kitchener, C

126 Agreements Covering Fewer Than 200 Employees Each.....5,185
Total: 142 Agreements.....12,112

MARCH

Boeing Canada Technology Ltd	374	Machinists	Arnprior, T
Burlington Technologies Inc	303	Cdn Auto Workers	Burlington, C
Canada Building Materials Co Garage And Maint Master	214	Teamsters	Bowmanville, T
			Brampton, C
			Caledon, T
			Concord
			Newmarket, T
			Toronto, C
			Vaughan, TP
			Whitby, T
			Whitchurch-Stouffville, T
Canstar Sports Group Inc Bauer Div	325	Clothing & Textile Workers	Kitchener, C
Carleton Board Of Education Office/Clerical	393	Independent Local Union	Ottawa-Carleton Region
Cdn Advertising Institute & Cdn Advertisers Assn	3,200	Cdn TV & Radio Artists	Province-wide
CHUM Ltd City-TV, CHUM/City, Muchmusic Network Divs	325	Broadcast Employees	Toronto, C
Cluett Peabody Canada Inc Arrow Co Div	350	Clothing & Textile Workers	Kitchener, C
Community Living Algoma	391	Cdn Public Empls (CUPE)	Sault Ste Marie, C
Community Services To Jewish Elderly Senior Care	230	Service Employees Intl	Toronto, C
Crane Valves	250	United Steelworkers	Brantford, C
Fairhaven Home For Senior Citizens	217	Cdn Public Empls (CUPE)	Peterborough, C
Foamex Canada Inc	270	Rubber Workers	Toronto, C
Great Atlantic And Pacific Co Canada Ltd Jane Parker Bakery	265	Bakery & Tobacco Workers	Toronto, C
Lakehead Assn For Community Living	300	Ont Public Service Empls	Thunder Bay, C
Leeds And Grenville County Board Of Education Off/Maint	250	Cdn Public Empls (CUPE)	Brockville, C
London Community Living Part-time	250	Ont Public Service Empls	London, C
London Transit Commission	390	Transit Union (Intl)	London, C
Maple Leaf Foods Inc Maple Leaf Poultry	224	Food & Commercial Workers	Walkerton, T
Mississauga City Corp Transit Div	550	Transit Union (Intl)	Mississauga, C
Mississauga Hydro-Electric Comm	258	Electrical Workers (IBEW)	Mississauga, C
Ontario Housing And Metro Toronto Housing Authority	513	Cdn Public Empls (CUPE)	Toronto, C
Rennie Inc	310	Clothing & Textile Workers	Guelph, C
Slater Industries Inc Slater Steels Hamilton Spec Bar Div	470	United Steelworkers	Hamilton, C
Standard Tube Canada Inc	300	Cdn Auto Workers	Woodstock, C
Timberjack Inc Manufacturing Facility	360	Glass, Molders & Plastic Wkrs	Woodstock, C
Treasury Board Of Canada Drafting & Illustration, 403	441	Public Service Alliance	Province-wide
Treasury Board Of Canada Library Science, 215	214	Public Service Alliance	Province-wide
ULS International Unlicenced Personnel	250	Cdn Auto Workers	Province-wide
Valeo Engine Cooling Ltd	418	Cdn Auto Workers	Stratford, C
Villa Colombo Homes For Aged	225	Cdn Public Empls (CUPE)	Toronto, C
Westfair Foods Ltd At Real Canadian Superstores	337	Food & Commercial Workers	Thunder Bay District

312 Agreements Covering Fewer Than 200 Employees Each.....12,147
Total: 344 Agreements.....25,314

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
APRIL			
652605 Ontario Inc, Loeb Lincoln Heights	250	United Steelworkers	Ottawa, C
Aeroport/Air Cab/McIntosh Limousine Services Ltd	250	Transit Union (Intl)	Peel Region
			Toronto, Metro Municipality
			York Region
Associated Earthmovers Of Ontario	350	Teamsters	OLRB Area 8
			OLRB Area 9
Atomic Energy Of Canada Nuclear Labs Technical	530	United Steelworkers	Chalk River, VL
Budd Canada Inc Plant	1,200	Cdn Auto Workers	Kitchener, C
Carleton University Academic Staff/Librarians	700	University Professors	Ottawa, C
Case Corp	800	United Steelworkers	Hamilton, C
Consumers Gas Co Ltd	650	Communications Energy Paperwkr	Brockville, C
			Georgian Bay, TP
			Toronto, C
Consumers Gas Co Ltd Office	760	Communications Energy Paperwkr	Georgian Bay, TP
			Toronto, C
Culinar Foods Inc	441	Grain Millers	London, C
Du Pont Canada Inc	584	Communications Energy Paperwkr	Maitland
Fisher Gauge Ltd	245	Independent Local Union	Peterborough, C
Gates Canada Inc	475	Rubber Workers	Brantford, C
Kellogg Canada Inc	582	Grain Millers	London, C
Nabisco Brands Ltd Christie Brown Div	625	Bakery & Tobacco Workers	Toronto, C
National Research Council Of Canada Admin Support Group	524	Research Council Employees	Ottawa, C
No Frills Franchise Stores	590	United Steelworkers	Toronto, C
Non-Destructive Testing Companies And NDT Management Assn	300	Boilermakers	Province-wide
		Plumbers	Province-wide
Ottawa Construction Assn	800	Carpenters	OLRB Area 15
			OLRB Area 31
Pipe Line Contractors Assn Of Canada Mainline	350	Teamsters	Province-wide
Pipe Line Contractors Assn Of Canada Mainline	200	Labourers	Province-wide
Pipe Line Contractors Assn Of Canada Mainline	500	Intl Operating Engineers	Province-wide
Pipe Line Contractors Assn Of Canada Mainline	300	Plumbers	Province-wide
Standard Products (Canada) Ltd Georgetown Div	235	Cdn Auto Workers	Halton Hills, T
Thunder Bay Construction Assn Non-ICI Agrt	400	Carpenters	OLRB Area 22
			OLRB Area 23
			OLRB Area 24
Treasury Board Of Canada Computer Systems Administration, 30	3,404	Professional Institute	Province-wide
Treasury Board Of Canada Foreign Service, Code 312	627	Foreign Service Officers	Province-wide
Treasury Board Of Canada Heating & Related, 605/655	344	Public Service Alliance	Province-wide
Treasury Board Of Canada Primary Products, 408	635	Public Service Alliance	Province-wide
Treasury Board Of Canada Translation Code 313	399	Cdn Professional & Tech Empls	Province-wide
TRW Canada Ltd Linkage & Suspension Div	615	Independent Local Union	St. Catharines, C
University Of Waterloo Plant And Food Services	400	Cdn Public Empls (CUPE)	Waterloo, C

145 Agrements Covering Fewer Than 200 Employees Each.....6,194
Total: 177 Agreements.....25,259

Employer Name	No of Empls	Union Name	Location(s)
MAY			
Bertrand Faure Ltd	450	United Steelworkers	Mississauga, C
			Toronto, C
Canac Kitchens Ltd	375	Carpenters	Thornhill
Canadian Shipbldg And Engineering Ltd Port Weller Dry Docks	322	Boilermakers	Port Dalhousie, T
Courtice Steel Ltd	200	United Steelworkers	Cambridge, C
Dare Foods Ltd Biscuit Div	368	Bakery & Tobacco Workers	Kitchener, C
Fiberglas Canada Inc Owens-Corning Guelph Plant	345	Clothing & Textile Workers	Guelph, C
Holiday Inns Of Canada Ltd Crowne Plaza Toronto Centre	300	Textile Processors	Toronto, C
Hudson Bay Diecasting Ltd	245	Cdn Auto Workers	Brampton, C
Inco Ltd	244	United Steelworkers	Port Colborne, C
Inco Ltd Ontario Div	4,900	United Steelworkers	Sudbury, C
Interforest Ltd	340	IWA - Canada	Durham, T
John Noble Home	300	Service Employees Intl	Brantford, C
Lear Seating Canada Ltd	340	Cdn Auto Workers	Oakville, T
Mastico Industries Ltd	375	Cdn Auto Workers	Tillsonburg, T
Penmans Inc	650	Clothing & Textile Workers	Cambridge, C
Samuel, Son And Co Ltd	250	United Steelworkers	Mississauga, C
Treasury Board Of Canada Auditing	2,153	Professional Institute	Province-wide
Treasury Board Of Canada Correctional, 601/651	864	Public Service Alliance	Province-wide
Treasury Board Of Canada General Labour & Trades, 603/653	3,585	Public Service Alliance	Province-wide
133 Agreements Covering Fewer Than 200 Employees Each.....4,885			
Total: 152 Agreements.....21,491			
JUNE			
Air Canada, Maintenance And Related	2,061	Machinists	Province-wide
Barnes Security Services Ltd Metropol Security Div	1,500	United Steelworkers	Province-wide
Blue Line Taxi Co Ltd Various Owners Group	840	United Steelworkers	Ottawa, C
Bombardier/de Havilland Inc	1,250	Cdn Auto Workers	Toronto, C
Bombardier/de Havilland Inc Office	430	Cdn Auto Workers	Toronto, C
Brock University Faculty	320	University Professors	St. Catharines, C
Carleton University Office	650	Cdn Public Empls (CUPE)	Ottawa, C
Coats Patons	250	Clothing & Textile Workers	Toronto, C
Cuddy Food Products Trafalgar St/Cuddy Blvd	850	Food & Commercial Workers	London, C
Eaton Yale Ltd Suspension Div	474	United Auto Workers	Wallaceburg, T
FKI Industries Canada Ltd Dominion Controls Co	315	Machinists	Stratford, C
Great Atlantic And Pacific Co Canada Ltd Ft & Pt& Meat Dept	2,400	Food & Commercial Workers	Province-wide
			Province-wide
Great Atlantic And Pacific Co Canada Ltd Part-time	7,500	Food & Commercial Workers	Province-wide
Halton Board Of Education Maintenance	233	Cdn Public Empls (CUPE)	Burlington, C
Hamilton City Hydro-Electric Comm	200	Electrical Workers (IBEW)	Hamilton, C
Hastings County Board Of Education (Maint/Office)	500	Cdn Public Empls (CUPE)	Belleville, C
Intertec Security & Investigation Ltd	200	United Steelworkers	East York, Borough
			Etobicoke, C
			Mississauga, C
			North York, C
			Oakville, T
			Scarborough, C

Employer Name	No Of Empls	Union Name	Location(s)
Intertec Security & Investigation Ltd (cont'd)			Toronto, C
			Vaughan
			York, C
K S Centoco Ltd	250	Teamsters	Tilbury, T
Laidlaw Transit Ltd Innes And Cumberland Div (Drivers)	400	Cdn Auto Workers	Ottawa, C
Lakehead University Academic Staff	300	University Professors	Thunder Bay, C
Laurentian University Academic Staff/Librarians	400	University Professors	Sudbury, C
Ottawa Electrical Contractors Assn Residential	1,200	Electrical Workers (IBEW)	Carleton Heights (PT)
			(Ottawa, C)
			Lanark County
			Prescott And Russell County
			Renfrew County
P And H Foods Poultry Processing Plant	250	Food & Commercial Workers	Hanover, T
Peel Board Of Education Maintenance	862	Cdn Public Empls (CUPE)	Mississauga, C
Pharma Plus Drugmarts Ltd	300	United Steelworkers	Ottawa, C
Queens University Physical Services	218	Cdn Public Empls (CUPE)	Kingston, C
Radisson Ottawa Centre	220	Hotel Employees	Ottawa, C
Rockwell International Of Canada Ltd	344	Cdn Auto Workers	Tilbury, T
Treasury Board Of Canada Administrative Services, 301	5,844	Public Service Alliance	Province-wide
Treasury Board Of Canada Clerical & Regulatory, 503	19,087	Public Service Alliance	Province-wide
Treasury Board Of Canada Communications, 501	200	Public Service Alliance	Province-wide
Treasury Board Of Canada Engineering & Scientific, 405	2,505	Public Service Alliance	Province-wide
Treasury Board Of Canada General Technical, 408	858	Public Service Alliance	Province-wide
Treasury Board Of Canada Hospital Services, 606/656	201	Public Service Alliance	Province-wide
Treasury Board Of Canada Information Services, 305	857	Public Service Alliance	Province-wide
Treasury Board Of Canada Physical Science - Code 222	567	Professional Institute	Province-wide
Treasury Board Of Canada Programme Administration Code: 309	11,802	Public Service Alliance	Province-wide
Treasury Board Of Canada Purchasing & Supply, 309	732	Public Service Alliance	Province-wide
Treasury Board Of Canada Social Science, 412	1,708	Public Service Alliance	Province-wide
Treasury Board Of Canada Technical Inspection, 413	594	Public Service Alliance	Province-wide
Wackenhut Of Canada Ltd	220	United Steelworkers	Gloucester, C
			Kanata, C
			Nepean, C
			Ottawa, C
			Rockcliffe Park, Vl
			Vanier, C
Walbar Canada Inc Plant 2	215	United Steelworkers	Mississauga, C

208 Agreements Covering Fewer Than 200 Employees Each.....9,271
Total: 260 Agreements.....79,376

JULY

947661 Ontario Ltd, Romes Your Independent Grocer	200	Retail Wholesale Employees	Sudbury, C
974480 Ontario Ltd (Maynards Yig)	200	Food & Commercial Workers	Cornwall, C
			Hawkesbury, T
			Ottawa, C
			Pembroke, C
Canada Post Corp Consolidated Unit	22,000	Postal Workers	Province-wide
Drug Trading Co Ltd Druggists Corp Ltd Warehouse	238	Communications Energy Paperwkr	Scarborough, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Great Atlantic And Pacific Co Canada Ltd New Dominion Stores	5,400	United Steelworkers	Inter-city (diff Region)
Great Atlantic And Pacific Co Canada Ltd Northern Ontario	850	Food & Commercial Workers	Bracebridge, T
			Huntsville, T
			New Liskeard, T
			North Bay, C
			Parry Sound, T
			Sault Ste Marie, C
			Sudbury, C
			Bracebridge, T
			Huntsville, T
			New Liskeard, T
			North Bay, C
			Parry Sound, T
			Sault Ste Marie, C
			Sudbury, C
			Bracebridge, T
			Huntsville, T
			New Liskeard, T
			North Bay, C
			Parry Sound, T
			Sault Ste Marie, C
			Sudbury, C
			Bracebridge, T
			Huntsville, T
			New Liskeard, T
			North Bay, C
			Parry Sound, T
			Sault Ste Marie, C
			Sudbury, C
			Bracebridge, T
			Huntsville, T
			New Liskeard, T
			North Bay, C
			Parry Sound, T
			Sault Ste Marie, C
			Sudbury, C
Hemlo Gold Mines Inc Golden Giant Mine	232	United Steelworkers	Marathon
Mitsubishi Electronics Industries Canada	481	Communications Energy Paperwkr	Midland, T
National Research Council Of Canada Operational Category	208	Research Council Employees	Ottawa, C
National Research Council Of Canada Research Officers	1,001	Professional Institute	Ottawa, C
Oshawa Group Ltd Oshawa Foods Div	200	Food & Commercial Workers	Brampton, C
			Burlington, C
			Cambridge, C
			Hamilton, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Oshawa Group Ltd Oshawa Foods Div (cont'd)			Islington
			Mississauga, C
			Niagara Falls, C
			North York, C
			Richmond Hill, T
			Scarborough, C
			Thornhill
			Toronto, C
			Willowdale
Oshawa Group Ltd Oshawa Foods Div, Part-time	800	Food & Commercial Workers	Brampton, C
			Burlington, C
			Islington
			Mississauga, C
			Niagara Falls, C
			North York, C
			Oshawa, C
			Richmond Hill, T
			Scarborough, C
			Toronto, C
			Whitby, T
Southam Inc Ottawa Citizen	379	Newspaper Guild	Ottawa, C
St Josephs Villa	285	Cdn Public Empls (CUPE)	Dundas, T
Stelco Fasteners Ltd	275	United Steelworkers	Brantford, C
Treasury Board Of Canada Secretarial & Related, 505	4,304	Public Service Alliance	Province-wide
York University Office	1,377	York University Staff Assn	Toronto, C
88 Agreements Covering Fewer Than 200 Employees Each.....	**3,535**		
Total: 105 Agreements.....	**41,965**		
AUGUST			
Atomic Energy Of Canada Professional Empls Group	500	Professional Institute	Chalk River, VL
Carleton RCSSB Elementary/Secondary	1,400	Ont English Catholic Teachers	Nepean, C
Elgin County Board Of Education Occasional Teachers	250	Ont Public School Teachers	St. Thomas, C
Essex County Board Of Education Elementary	668	Multi-Teachers Assns	Essex, T
Essex County Board Of Education Secondary	457	Ont Secondary School Teachers	Essex, T
Essex County RCSSB Secondary	231	Ont English Catholic Teachers	Essex, T
Falconbridge Ltd Prod/Maint	1,300	Cdn Auto Workers	Sudbury, C
Frontenac-Lennox-Addington County RCSSB	435	Multi-Teachers Assns	Kingston, C
Great Atlantic And Pacific Co Canada Ltd Super Fresh Food, P.T	358	Food & Commercial Workers	Province-wide
Grey County Board Of Education Secondary Occasional	275	Ont Secondary School Teachers	Markdale, VL
Haldimand Board Of Education Secondary	225	Ont Secondary School Teachers	Cayuga, VL
Hamilton-Wentworth RCSSB Secondary	525	Ont English Catholic Teachers	Hamilton, C
Hanley Foods Inc Loeb Walker Place	200	Food & Commercial Workers	Burlington, C
			Burlington, C
Hastings County Board Of Education Elementary	680	Multi-Teachers Assns	Belleville, C
Hastings County Board Of Education Secondary	360	Ont Secondary School Teachers	Belleville, C
ITT Industries Of Canada Ltd ITT Automotive Div	200	United Steelworkers	Mississauga, C
Kent County Board Of Education Secondary	409	Ont Secondary School Teachers	Chatham, C
Kent County RCSSB	418	Multi-Teachers Assns	Chatham, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Lakehead Board Of Education Secondary	394	Ont Secondary School Teachers	Thunder Bay, C
Lakehead District RCSSB Occasional	240	Ont English Catholic Teachers	Thunder Bay, C
Lambton County Board Of Education Elementary	640	Multi-Teachers Assns	Sarnia, C
Lambton County RCSSB Elementary	300	Enseignants Franco-Ontariens	Sarnia, C
		Ont English Catholic Teachers	Sarnia, C
Lanark County Board Of Education Elementary	355	Multi-Teachers Assns	Perth, T
Lanark-Leeds-Grenville RCSSB	350	Enseignants Franco-Ontariens	Smith's Falls, Separated Town
		Ont English Catholic Teachers	Smith's Falls, Separated Town
Leeds And Grenville County Board Of Education Elementary Occ	200	Ont Public School Teachers	Brockville, C
Lincoln County Board Of Education Elementary	850	Multi-Teachers Assns	St. Catharines, C
Lincoln County Board Of Education Secondary	690	Ont Secondary School Teachers	St. Catharines, C
Manchester Plastics Gananoque Div	310	United Steelworkers	Gananoque, Town
Meridian Accurcast Limited	300	Glass, Molders & Plastic Wkrs	Wallaceburg, T
Middlesex County Board Of Education Elementary	446	Multi-Teachers Assns	Hyde Park
Middlesex County Board Of Education Secondary	234	Ont Secondary School Teachers	Hyde Park
Mississauga Community Living	226	Ont Public Service Empls	Mississauga, C
Muskoka Board Of Education Elementary	350	Multi-teachers Assns	Bracebridge, T
Muskoka Board Of Education Secondary	207	Ont Secondary School Teachers	Bracebridge, T
Nipissing Board Of Education Secondary	285	Ont Secondary School Teachers	North Bay, C
Nipissing District RCSSB Elementary	225	Enseignants Franco-Ontariens	North Bay, C
Norfolk Board Of Education Elementary	367	Multi-Teachers Assns	Simcoe, T
Ontario Council Of Regents Support Staff	6,400	Ont Public Service Empls	Province-wide
Peterborough County Board Of Education Elementary	635	Multi-Teachers Assns	Peterborough, C
Peterborough-Victoria-Northumberland-Clarington RCSSB	646	Ont English Catholic Teachers	Peterborough, C
Prescott-Russell French Language RCSSB Elementary	450	Enseignants Franco-ontariens	L'Orignal, VL
Show Services Contractors Field Agreement	300	Labourers	OLRB Area 8
Simcoe County Board Of Education Maintenance	439	Cdn Public Empls (CUPE)	Barrie, C
Simcoe County RCSSB	896	Ont English Catholic Teachers	Barrie, C
Sudbury District RCSSB Elementary	350	Ont English Catholic Teachers	Sudbury, C
Sudbury District RCSSB Elementary & Secondary	550	Enseignants Franco-Ontariens	Sudbury, C
Treasury Board Of Canada Data Processing, 502	940	Public Service Alliance	Province-wide
Treasury Board Of Canada Education Group 209	554	Public Service Alliance	Province-wide
Treasury Board Of Canada Electronics Group, 404	1,041	Electrical Workers (IBEW)	Province-wide
Treasury Board Of Canada General Services, 604/654	2,256	Public Service Alliance	Province-wide
York Region Board Of Education Elementary Occasional	800	Ont Public School Teachers	Aurora, T
York University Maintenance	292	Cdn Public Empls (CUPE)	Toronto, C

124 Agreements Covering Fewer Than 200 Employees Each.....6,620
Total: 176 Agreements.....39,029

SEPTEMBER

Alcatel Canada Wire Inc	331	Cdn Auto Workers	Toronto, C
Benn Iron Foundry Ltd	390	United Auto Workers	Wallaceburg, T
Butler Metal Products Bmg North America Ltd	388	Cdn Auto Workers	Cambridge, C
Canada Safeway Ltd	577	Food & Commercial Workers	Thunder Bay, C
Connaught Laboratories Ltd	525	Communications Energy Paperwkr	Bolton, VL
			Toronto, C
Consumers Glass Co Ltd	550	Aluminum, Brick & Glass Wkrs	Bramalea
Fleetwood Canada Ltd	243	Clothing & Textile Workers	Lindsay, T

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Kendan Manufacturing Ltd	245	Cdn Auto Workers	Windsor, C
Lever Brothers Ltd	270	Teamsters	Toronto, C
Maple Leaf Foods Inc Prime Poultry Products Div	380	Food & Commercial Workers	Toronto, C
Mtd Products Ltd	515	Cdn Auto Workers	Kitchener, C
Pembroke General Hospital Office/Service/Technical	266	Cdn Public Empls (CUPE)	Pembroke, C
Treasury Board Of Canada Engineering & Land Survey Code 210	1,324	Professional Institute	Province-wide
Treasury Board Of Canada Scientific & Professional Category	4,215	Professional Institute	Province-wide
Treasury Board Of Canada Veterinary Medicine	217	Professional Institute	Province-wide
120 Agreements Covering Fewer Than 200 Employees Each.....4,959			
Total: 135 Agreements.....15,395			
OCTOBER			
Arvin Automotive Of Canada	225	United Steelworkers	Concord
Canadian Red Cross Society Ontario Div Unit 193	200	Service Employees Intl	Brantford, C
Computing Devices Canada Ltd	290	Engineers Assn	Ottawa, C
Great Atlantic And Pacific Co Canada Ltd Distribution	510	United Steelworkers	Halton Region
			Peel Region
			Toronto, Metro Municipality
Great Atlantic And Pacific Co Canada Ltd Sav-A-Centre	411	United Steelworkers	Brockville, C
			Cobourg, T
			Mississauga, C
			Oakville, T
			Toronto, C
NHB Industries Ltd	200	Cdn Auto Workers	Peterborough, C
Quaker Oats Co Of Canada Ltd	391	Cdn Auto Workers	Peterborough, C
Quality Meat Packers Ltd	456	Food & Commercial Workers	Brampton, C
			Mississauga, C
			Scarborough, C
			Toronto, C
Schneider Canada Inc	320	Communications Energy Paperwkr	Toronto, C
Thomas Built Buses Of Canada Ltd	230	Cdn Auto Workers	Woodstock, C
127 Agreements Covering Fewer Than 200 Employees Each.....5,619			
Total: 137 Agreements.....8,852			
NOVEMBER			
Bell Sygma Inc Clerical & Associated Empls	210	Cdn Telephone Empls	Ottawa, C
			Toronto, C
Canadian Timken Ltd	300	United Steelworkers	St. Thomas, C
Goodyear Canada Inc	225	Rubber Workers	Collingwood, T
Hammond Manufacturing Co	433	Independent Local Union	Guelph, C
			Puslinch, TP
Hendrickson Canada Ltd	368	United Steelworkers	Stratford, C
ITT Industries Of Canada Ltd Aimco Div	230	Cdn Auto Workers	St. Catharines, C
Kodak Canada Inc	680	Independent Local Union	Toronto, C
Lajambe Forest Products Ltd	250	IWA - Canada	Sault Ste Marie, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Lily Cups Inc	326	Graphic Communications Union	Scarborough, C
Maple Leaf Foods Inc Fearmans Fresh Meats Div	1,023	Food & Commercial Workers	Burlington, C
Mc-Donnell-Ronald Limousine Service Ltd Airline Limousine	280	Transit Union (Intl)	Peel Region
			Toronto, Metro Municipality
			York Region
Peel Regional Municipality Sheridan Villa	202	Cdn Public Empls (CUPE)	Mississauga, C
Rich Products Of Canada Ltd	214	United Steelworkers	Fort Erie, T
Treasury Board Of Canada Financial Administration	1,047	Independent Local Union	Province-wide
Treasury Board Of Canada Welfare Programmes, 310	386	Public Service Alliance	Province-wide
Weston Bakeries Ltd	230	United Steelworkers	Kitchener, C

126 Agreements Covering Fewer Than 200 Employees Each.....5,297
Total: 142 Agreements.....11,701

DECEMBER

Asea Brown Boveri Inc	377	Cdn Auto Workers	Guelph, C
Barrie City Corp Office/Outside	240	Cdn Public Empls (CUPE)	Barrie, C
Canadian National Railway Co	937	Cdn Auto Workers	Province-wide
Canadian National Railway Co Agreement 10.1	1,389	Maintenance Of Way Employees	Province-wide
Canadian National Railway Co Eastern Lines Trainmen/Yardmen	1,842	Locomotive Engineers	Province-wide
		United Transportation Union	Province-wide
Canadian National Railway Co System-wide Clerks, Agrt 5.1	1,138	Cdn Auto Workers	Province-wide
Canadian National Railway Co System-wide Signal Dept	287	Electrical Workers (IBEW)	Province-wide
Canadian Pacific Ltd	806	Maintenance Of Way Employees	Province-wide
Canadian Pacific Ltd Conductors, Thunder Bay & West	1,657	United Transportation Union	Province-wide
Canadian Pacific Ltd Shopcraft Employees	652	Cdn Auto Workers	Province-wide
Canadian Press Broadcast News, Office/Reporter/Editor etc	240	Newspaper Guild	Ottawa, C
			Toronto, C
Caradon PLC Co Fabricated Steel Products Div	500	Cdn Auto Workers	Windsor, C
Etobicoke City Corp Fire Dept	402	Intl Fire Fighters	Etobicoke, C
Fabrene Inc	250	Independent Local Union	North Bay, C
Greyhound Lines Of Canada Ltd Eastern Div	265	Transit Union (Intl)	London, C
			Toronto, C
			Windsor, C
Hamilton-Wentworth Regional Municipality Office	595	Cdn Public Empls (CUPE)	Hamilton, C
Kingston City Corp In/Out/Parks/Cross Guards/Rideaucrest	550	Cdn Public Empls (CUPE)	Kingston, C
Kubota Metal Corporation Fahramet Div	230	United Steelworkers	Orillia, C
Laidlaw Transit Ltd Para Transpo Div	225	Transit Union (Intl)	Ottawa, C
Lambton County Board Of Education Elem Occasional Teachers	250	Ont Public School Teachers	Sarnia, C
London Road, Sewer And Watermain Contractors Agrt	300	Labourers	OLRB Area 3
London-Middlesex Childrens Aid Society Res/Off/Hmk	200	Ont Public Service Empls	London, C
Murphys Potato Chips Inc	200	Food & Commercial Workers	Kitchener, C
Neelon Casting Ltd Iron Foundry	260	United Steelworkers	Sudbury, C
Niagara South Board Of Education Maintenance	425	Cdn Public Empls (CUPE)	Welland, C
North Bay City Corp Office/Outside	240	Cdn Public Empls (CUPE)	North Bay, C
Northumberland-Clarington Board Of Education Elementary Occa	239	Ont Public School Teachers	Cobourg, T
Ontario Dairy Herd Improvement Corp	220	Ont Public Service Empls	Province-wide
Ontario Housing Corp And Local Housing Authorities	1,500	Cdn Public Empls (CUPE)	Province-wide
Ontario Northland Transportation Comm Shopcrafts	260	Boilermakers	North Bay, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
		Cdn Auto Workers	North Bay, C
		Electrical Workers (IBEW)	North Bay, C
		Firemen & Oilers	North Bay, C
		Machinists	North Bay, C
		Plumbers	North Bay, C
		Sheet Metal Workers	North Bay, C
Ontario Public Service Employees Union Offices	239	Independent Local Union	Province-wide
Orion Bus Industries Ltd	300	Teamsters	Mississauga, C
Simcoe County Board Of Education Office/Educational Assistants	620	Ont Public Service Empls	Barrie, C
Southam Inc Hamilton Spectator Div	200	Communications Energy Paperwkr	Hamilton, C
Sudbury Board Of Education Occasional Teachers	300	Ont Secondary School Teachers	Sudbury, C
TDS Group Ltd TDS Div	325	IWA - Canada	Hagersville, VL
			London, C
Textile Rental Institute Of Ontario	530	Textile Processors	Tillsonburg, T
			Mississauga, C
			Stoney Creek, C
Textile Rental Institute Of Ontario Hospital Laundries	290	Textile Processors	Toronto, C
			London, C
Thunder Bay City Corp Fire Dept	221	Ont Firefighters	Toronto, C
Toronto City Corp Inside	2,650	Cdn Public Empls (CUPE)	Thunder Bay, C
Toronto City Corp Outside	1,927	Cdn Public Empls (CUPE)	Toronto, C
Toronto Metropolitan Municipality Homes For Aged, Part-time	1,800	Cdn Public Empls (CUPE)	Toronto, C
Toronto Metropolitan Municipality Inside Employees	5,991	Cdn Public Empls (CUPE)	Toronto, C
Toronto Metropolitan Municipality Outside	3,134	Cdn Public Empls (CUPE)	Toronto, C
Toronto Star Newspapers Ltd Finance/Editorial/Circ/Others	1,000	Communications Energy Paperwkr	Toronto, C
Toronto Star Newspapers Ltd Mailing Room	226	Graphic Communications Union	Toronto, C
Toronto Star Newspapers Ltd Pressmen And Paperhandlers	232	Graphic Communications Union	Toronto, C
Treasury Board Of Canada Air Traffic Control, Code 402	643	Air Traffic Controllers	Province-wide
Treasury Board Of Canada Chemistry	249	Professional Institute	Province-wide
Union Gas Ltd	800	Communications Energy Paperwkr	Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Union Gas Ltd (cont'd)			
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
			Chatham, C
			Dunnville, T
			Hamilton, C
			Sarnia, C
Union Gas Ltd Office	200	Communications Energy Paperwkr	Chatham, C
			London, C
			Simcoe, T
			Windsor, C
			Chatham, C
			London, C
			Simcoe, T
			Windsor, C
			Chatham, C
			London, C
			Simcoe, T
			Windsor, C
			Chatham, C
			London, C
			Simcoe, T
			Windsor, C
Unitel Communications Inc	1,050	Communications & Allied Wkrs	Province-wide
Via Rail Canada Inc Off-train Employees-Agreement #1	422	Cdn Auto Workers	Province-wide
Via Rail Canada Inc Shopcraft Employees-Agreement #3	276	Cdn Auto Workers	Province-wide
Visiting Homemakers Assn Unit 180/180a	379	Service Employees Intl	Toronto, C
Volkswagen Canada Inc	500	Cdn Auto Workers	Barrie, C
Voyageur Colonial Ltd	250	Cdn Auto Workers	Province-wide
Welland County RCSSB Maintenance/Office/Teachers Asst	340	Cdn Public Empls (CUPE)	Welland, C
York Regional Municipality Inside/Outside	750	Cdn Public Empls (CUPE)	Newmarket, T

362 Agreements Covering Fewer Than 200 Employees Each.....13,996
Total: 421 Agreements.....56,516